

engAGING Collaborators: Future Focus on Staff Development in Senior Service Organizations

Ohio State Colleges/Units Involved

Alber Enterprise Center
Wexner Medical Center - Office of Geriatrics & Gerontology
College of Food Agricultural, and Environmental Sciences
College of Education and Human Ecology
Ohio State University Extension - Family & Consumer Sciences

Community Partners Involved

Board of Executives & Long Term Services & Supports
LeadingAge Ohio
Delia Mallory Consulting
National Church Residences
Ohio Department of Education
Ohio Eastern Star Homes
Otterbein Senior Lifestyle Choices
Senior Independence for Ohio
Presbyterian Retirement Services
Westminster Thurber Retirement Community

Significant Issues Impacting Long-Term Services & Supports



REIMBURSEMENT
Health care reform



TALENT DEVELOPMENT
Lack of interest in LTSS careers / Turnover >50%



ORGANIZATION
Manage change, embrace technology

1) Conduct comprehensive review of long-term services & supports industry
2) Identify & discuss major drivers & restrainers in LTSS

3) Develop plan of action based on areas identified



COMPLIANCE
Regulations
LTSS moving target - legislation, government changes



PARTNERSHIPS
Legislators, consumers, health info exchange reps, caregivers



CONSUMER EXPECTATIONS
Educate public / inform families

ACTION PLAN

Purpose

Caring for 1.5 million seniors in Ohio is a challenge for the 800 long-term care organizations employing 100,000 staff. According to AARP, 3 million Baby Boomers live in Ohio and represent 33% of the state's adult population. Overcoming organizational obstacles is critical to serving seniors now and into the future. The Long-Term Services, Support & Healthcare Consortium (LTSSHC) began meeting in November 2014, to bring together key thought leaders to address these complex issues.

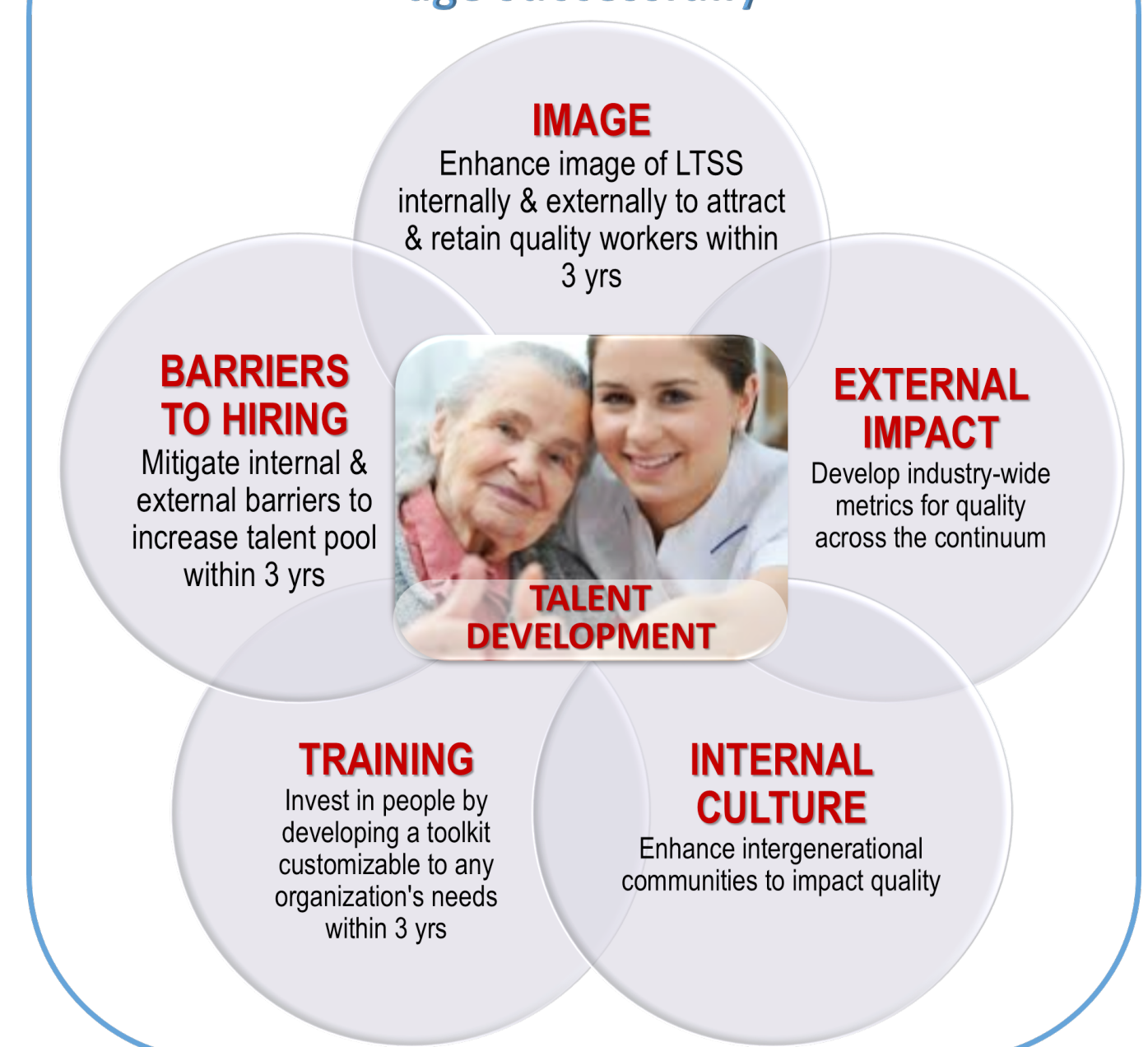
Impact

Form a strong collaboration among all stakeholders interested in assuring that organizations provide quality and affordable senior services.

Identify factors influencing the future success of senior services organizations for providing effective services to the aging population in Ohio, specifically the attraction, retention, and training of qualified talent

Target programming in two key staff development areas that will improve the skill sets of 1) leaders and 2) direct care workers.

TALENT DEVELOPMENT VISION: Happy, caring people helping others age successfully



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